



## CITY OF LODI COUNCIL COMMUNICATION

**AGENDA TITLE:** Adopt Resolution approving reclassification and salary adjustment for City Engineer and equity pay adjustment for Public Works Director

**MEETING DATE:** May 2, 2007 City Council Meeting

**PREPARED BY:** City Manager's Office

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**RECOMMENDED ACTION:** Adopt Resolution approving reclassification and salary adjustment for City Engineer and equity pay adjustment for Public Works Director.

**BACKGROUND INFORMATION:** After seven years of service with the City of Lodi, our City Engineer recently resigned to take a position with a private engineering firm. An open recruitment will be conducted for the City Engineer. We have completed a salary survey for the position and it is evident that the market for City Engineers is extremely competitive. Many of the positions advertised in current job recruitment publications are for engineers at many different levels with salary ranges that exceed the City of Lodi's pay range for this position. The demand for engineers is high and in order to attract an appropriate professional to fill the position it is recommended that the salary range be adjusted to reflect market conditions.

The current pay range for Lodi's City Engineer is \$7,479 - \$9,091 per month. The attached salary survey is indicative of the need to adjust the monthly salary for this position to a range of \$8,629 - \$10,488 per month (a 15% increase). If Council agrees with the recommendation to adjust the salary range for the City Engineer, then it would be appropriate to adjust the salary range of the Public Works Director to allow for an appropriate differential between the two positions. A nine percent (9%) differential between the two would result in a salary of \$11,427 per month for the Public Works Director. The current high point for the Public Works Director is \$10,595 and increasing the high point salary to \$11,427 would be a 9% increase for the Public Works Director.

Staff recommends that the City Engineer salary range be adjusted to \$8,629-\$10,488 (annual salary of \$125,856) and that the Public Works Director salary control point be adjusted to \$10,517 (annual salary of \$126,204) and that the high point be adjusted to \$11,427 per month (annual salary of \$137,118).

**FISCAL IMPACT:** The annual cost for both of these salary adjustments is approximately \$38,400.

**FUNDING AVAILABLE:** There are sufficient funds available in the Public Works Department budget to accommodate these adjustments in fiscal year 2006-07

Approved:

Approved:

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Kirk Evans, Budget Manager

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Jim Krueger, Deputy City Manager

Attachment

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APPROVED:

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Blair King, City Manager

## City Engineer Survey

	<b>Min. Mo. Salary</b>	<b>Max. Mo. Salary</b>
Fairfield, City of	\$ 9,394	\$ 11,419
Galt, City of	\$ 8,229	\$ 10,003
Manteca, City of	\$ 9,642	\$ 11,719
Modesto, City of	\$ 7,822	\$ 9,531
Ripon, City of	\$ 8,992	\$ 10,930
Roseville, City of	\$ 8,288	\$ 11,106
Tracy, City of	\$ 8,320	\$ 10,113
Turlock, City of	\$ 7,519	\$ 9,138
Vacaville, City of	\$ 8,587	\$ 10,438

City of Lodi	\$ 7,480	\$ 9,092
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High	<b>Surveyed</b>	<b>\$ 11,719</b>
Low	<b>Surveyed</b>	<b>\$ 9,138</b>
Mean	<b>Surveyed</b>	<b>\$ 10,489</b>

Difference Mean vs. Lodi                      \$ 1,397  
Difference as percent                              15.36%

### Recommended Range for Lodi

**\$8,629 \$ 10,488**

RESOLUTION NO. 2007-\_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL  
APPROVING RECLASSIFICATION AND SALARY  
ADJUSTMENT FOR CITY ENGINEER, AND EQUITY PAY  
ADJUSTMENT FOR PUBLIC WORKS DIRECTOR

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NOW, THEREFORE, BE IT RESOLVED, that the Lodi City Council hereby  
approves the salary range adjustment for City Engineer as follows:

\$8,629-\$10,488; and

BE IT FURTHER RESOLVED, that the Public Works Director salary control point  
be adjusted as follows:

Proposed Annual	
Control Point	High Point
\$ 10,517	\$ 11,427

Dated: May 2, 2007

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I hereby certify that Resolution No. 2007-\_\_\_\_\_ was passed and adopted by the  
City Council of the City of Lodi in a regular meeting held May 2, 2007, by the following  
vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL  
City Clerk

2007-\_\_\_\_\_